

# **EXHIBIT 34**

**to the Declaration of  
Dean M. Harvey in Support of  
Plaintiffs' Opposition Briefs**

**REDACTED VERSION**

**From:** Jeff Vijungco <jeff@adobe.com>  
**Sent:** Monday, November 22, 2004 8:47 AM  
**To:** 'Donna Morris' <dcmorris@adobe.com>  
**Subject:** RE: status corporate dev interviews - sr dir MA / dir MA

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[REDACTED] = director  
[REDACTED] = sr. dir

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re: bonus:

- 1) i'd feel more comfortable taking care of [REDACTED] I kind of understand the "internal equity" issue but it also assumes "all people are created equal" - i don't subscribe to that but understand the sensitivity.
- 2) I think [REDACTED] should be at [REDACTED] but if we can't do this I recommend a spot bonus to placate the bump from [REDACTED]. I can't imagine she thinks that's a psychological win.
- 3) [REDACTED] market value is at [REDACTED] base. I know she wants to be here, but I think people have a difficult time saying "no" to you face-2-face b/c they respect you so much. We can discuss live.
- 4) I feel strongly good @ offering [REDACTED] and warrant your suggestion to ideally not offer her a sign-on bonus.

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Jeff Vijungco  
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**From:** Donna Morris [mailto:[dcmorris@adobe.com](mailto:dcmorris@adobe.com)]  
**Sent:** Monday, November 22, 2004 8:42 AM  
**To:** 'Jeff Vijungco'  
**Subject:** RE: status corporate dev interviews - sr dir MA / dir MA

Thanks Jeff for the update – I am having Anita check with Linda and my CT to ensure I am scheduled to meet [REDACTED] and [REDACTED] would they be at the Sr Dir level?

What is new with [REDACTED] I rec'd vm from Brenda re the sign on for [REDACTED] as I had asked her to discuss with you.. would like to speak with both of you today as I feel the need to ensure we follow up with both [REDACTED] and [REDACTED].. comments/ thoughts from you would be valued ☺

Thanks, d

Donna Morris  
Sr. Director, Global Talent  
Adobe Systems Incorporated

Visit [www.adobe.com](http://www.adobe.com) to profile for future career opportunities

-----Original Message-----

**From:** Jeff Vijungco [mailto:[jeff@adobe.com](mailto:jeff@adobe.com)]

HIGHLY CONFIDENTIAL

AB\_CID002774

ADOBE\_002764

CONFIDENTIAL - ATTORNEYS' EYES ONLY

**Sent:** Monday, November 22, 2004 8:39 AM

**To:** 'Donna Morris'

**Subject:** RE: status corporate dev interviews - sr dir MA / dir MA

hi Donna,

Yes, I believe [REDACTED] and [REDACTED] are scheduled to come in the week of the 29th.

Also, I'm screening the others attached.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Jeff

~~~~

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**From:** Donna Morris [mailto:[dcmorris@adobe.com](mailto:dcmorris@adobe.com)]

**Sent:** Monday, November 22, 2004 6:09 AM

**To:** 'Jeff Vijungco'

**Subject:** status corporate dev interviews - sr dir MA / dir MA

Jeff – hope you had a good weekend. I had a good chat with Michelle on Thursday and left it with her that you would follow up to speak further – it would be great to have her on the team.

Jeff – do you know if Linda Buck has started to set things up for the interviews?? I have not seen anything on my schedule and at minimum I was hoping she would set some of the candidates for John – can you let me know – and I can always send her an update too.

Can you also let me know which are the key roles you are focused upon – I am doing an update for T's staff on 11/30 and want to provide an update on our key focus areas.

Thanks, d

Donna Morris  
Sr. Director, Global Talent  
Adobe Systems Incorporated

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